HUMAN CAPITAL PLAN

Authorities

- President's Management Agenda
- Title 10, U. S. Code
- Government Performance and Results Act of 1993
- OMB Bulletin #01-07, Workforce Planning and Restructuring
- OPM Framework for Human Capital Management

Outcomes

- Support Army's Campaign Plan
- Support Army Strategic Readiness System
- Strategic Alignment
- Leadership and Knowledge Management
- Results-Oriented Performance Culture
- Employer of Choice

President's Management Agenda: "In most agencies, human resources planning is weak."

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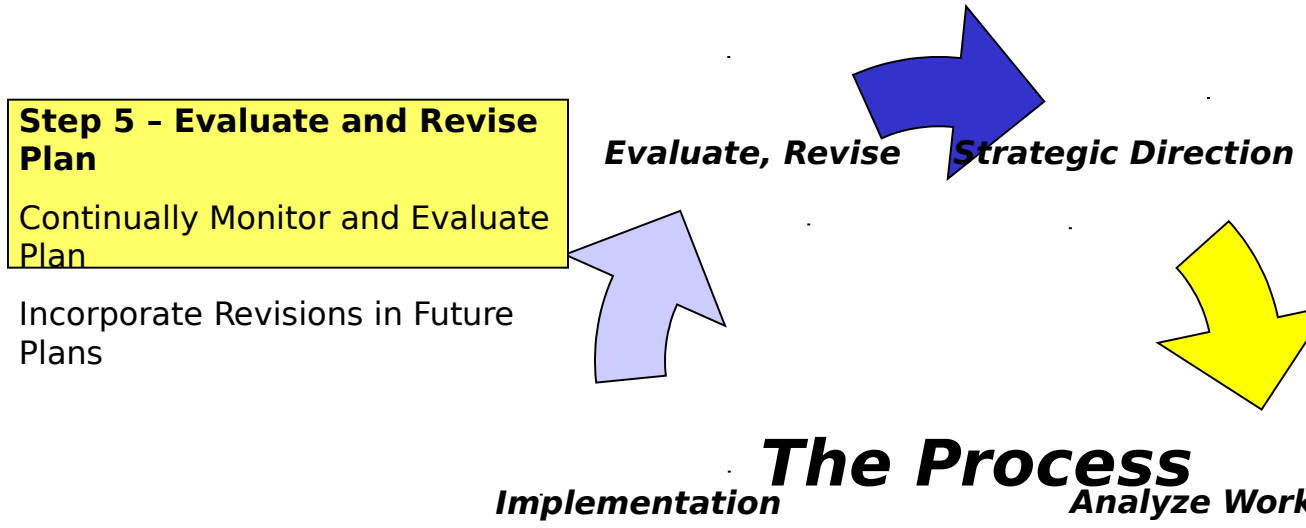

The Process

Step 1 – Strategic Direction

Development and Implementation of IMA's Strategic Plan

HR Component

Step 2 – Analyze Workforce

- Analyze Current Workforce (22 Career Programs and 5 Career Fields)
- Project Future Workforce
- Conduct Organizational Assessment, Focus Groups

Results: Identify Gaps, [illegible] Weaknesses

Average Age - 50

Average Years of Service - 29

Step 3 – Develop Action Plan

Develop Action Plans to Implement Strategic Initiatives

Address Skill Imbalances, Retention, Recruitment, Development of Workforce

Step 4 – Obtain Resources and Implement Action Plan

Implement Actions Identified and obtain Resources in Step 3

Step 5 – Evaluate and Revise Plan

Continually Monitor and Evaluate Plan

Incorporate Revisions in Future Plans